

Introduction & Aims of Hurstpierpoint College

(Reviewer: Dominic Mott August 2023)

Introduction and Overview

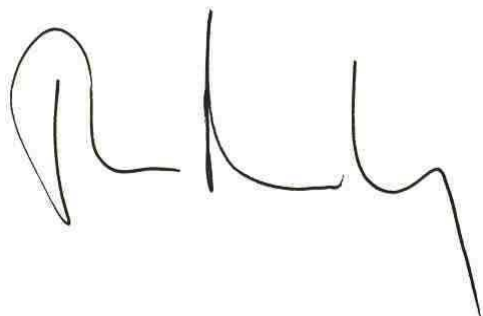
1. General Introduction

Hurst is a wonderful school in which to live and work. It has a history rich in tradition and success. Its future, too, is one full of promise. However, the School's success is based on its ability to evolve and continually improve in such a way as to offer the best possible education to its pupils. For this to happen requires work, commitment and creativity from all of us. Every member of staff in every department has the responsibility to play their part in constantly maintaining the highest standards in what we do and examining how we as a school can improve. It is only through constant self-appraisal, change and development that we will succeed in the future as we have in the past.

This Staff Handbook sets out the detail and mechanics involved in the smooth operation of Hurst as a school and community. Just as important, however, is that we as a Common Room also are imbued with the spirit that makes a school vibrant and successful. This is about more than detentions, marked work and policies (very important though they are) but rather the way in which we go about our daily lives as members of this vibrant and exciting community. This is the challenge for all of us as staff, as we each play a crucial part in a school which gives its pupils the best education possible and of which we can all be proud.

2. The Hurst Vision

The Hurst Vision is a key document which defines our educational philosophy, frames our cultural identity, and informs our decision-making at all levels. It encapsulates the culture of the place, our values and the way in which we do things. It is regularly shared and considered by the various stakeholder groups and drives the Strategic Development Plan as well as the Key Aims for each year. At its heart lie certain fundamental beliefs which we have about what a Hurst education is all about. Its principles help guide us through a shifting landscape and whatever might be thrown at us in terms of economic turbulence, global and national crises, or political and other pressures. It is shared at the start of each year with the staff and often re-visited as a stimulus for thought and planning. All staff should be familiar with its content, and are encouraged to engage fully with every aspect of it. If we do, then we will have played our part in ensuring that future generations will continue to benefit from this remarkable school.

A handwritten signature in black ink, appearing to be 'DM', is located at the bottom of the page. The signature is stylized and cursive.



The Hurst Vision

Every pupil experiences an outstanding all-round education that prepares them for life.

The Hurst Culture: Hurst is a vibrant, dynamic, and positive community where all pupils, parents and staff understand and commit to the distinctive and powerful “way we do things”. This culture is all-encompassing and comprises “a million little things every day”, based around our core mantra of “Work Hard, Do Good and Engage”. Expectations and aspirations are high, but they are individually tailored: pupils are judged against their potential and encouraged to focus on performing at their personal best. We embrace a culture of kindness in which everyone contributes to the lives of others. Our philosophy of “No-one on the bench” means that every individual makes the most of their talents and engages with the wealth of extraordinary opportunities available to them. We are constantly seeking to improve and refine what we do and embrace innovation in order to provide the very best education possible. Above all, the school exists for the benefit of the pupils.

Academic	Co-Curricular	Pastoral & Community
<ul style="list-style-type: none"> • A challenging, balanced curriculum with breadth, depth and intellectual rigour. • High expectations and aspirations for every pupil are realised through Challenge Grades and outstanding Value Added scores. • Pupils develop intrinsic motivation to fulfil their potential and achieve the best grades that they are capable of. • Pupils “learn to learn”, acquiring the skills and self-knowledge to work independently. • A love of learning that stretches beyond the classroom and beyond the curriculum. • Consistently outstanding teaching based on evidence-informed research and a leading professional development programme. <p><i>An engaging and stimulating academic environment with excellent physical and digital resources.</i></p>	<ul style="list-style-type: none"> • A broad range of cerebral, creative, cultural, physical, social and sporting activities and opportunities accessible to every pupil at all levels. • Full engagement and commitment from pupils and staff who understand the value of every activity within the programme, and embrace every opportunity. • Excellence defined by the progress and success of all pupils, not just elites. • An inclusive programme of fixtures, trips and events enables all pupils to: <ul style="list-style-type: none"> ○ Learn to work as a team for the greater good. ○ Develop leadership and life skills at all levels. ○ Forge resilience and perseverance: “Keep on keeping on”. <p><i>Outstanding facilities and inspirational, highly skilled staff who deliver an enjoyable and fulfilling programme.</i></p>	<ul style="list-style-type: none"> • A warm, supportive environment where every pupil feels welcomed, respected and valued for who they are. • A strong sense of community and collective identity. • Caring and committed staff who champion and nurture physical and mental wellbeing and happiness. • The co-educational environment and celebration of diversity enhance mutual respect and understanding. • A strong sense of personal responsibility and service to others means that pupils and staff: <ul style="list-style-type: none"> ○ Look after everyone in our community. ○ Engage with the local community, particularly through the Hurst Educational Trust. ○ Develop global awareness and engagement: “embrace a broader view”. <p><i>A safe, civilised and homely setting, caring for the health and wellbeing of our pupils and environment.</i></p>
<h2>Personal Development</h2>		
<p>A Hurst education shapes and nurtures every pupil through each step of their school journey and prepares them for later life. They develop the self-knowledge and confidence to be true to themselves and make the right choices for their futures, whilst acquiring the knowledge, experience and life skills to thrive in their adult lives. They learn to fail safely, focusing on the process, not just the outcomes. They become independent, successful, and well-grounded young people who have established the habits and behaviours that will help them to lead healthy, happy and rewarding lives. They also develop a moral compass based on Christian values and community so that they develop a sense of purpose that enriches the lives of others. By the time they leave, they are prepared for what comes next. For life.</p>		

Aims of Hurstpierpoint College

1. Statement of Aims

“Every pupil experiences an outstanding all-round education that prepares them for life”.

We expect pupils to enjoy their time here and to thrive and excel. They will join strong communities, make friendships that last a lifetime and take away memories that they will value over the years ahead.

However, underpinning everything we do is the knowledge that School is not an end in itself but a preparation for the future. Our overriding focus must be to ensure that when the moment comes for a pupil to leave, they are ready for the challenges that lie ahead and properly equipped to make a success of their future life.

And so, first of all, we need to recognise that a pupil’s grades will dictate the options open to them after Hurst. We believe that all our pupils must be given every opportunity to achieve the best possible grades so that they can progress to the university of their choice or move successfully straight into the world of commerce.

Secondly, and as importantly, we aim to develop those skills, qualities and values which will turn such paper qualifications into success and also help to promote happiness in later life. Academic grades will open the next door, but they will do no more than that and are no guarantee of success thereafter. It is skills such as problem-solving, analysis, communication, persuasion and the ability to work with others that will drive success in the wider world. Likewise, it is those great qualities of confidence, self-reliance, perseverance and openness to new ideas and a readiness to take the initiative, to innovate and to make things happen that will enable pupils to achieve where others might falter. It is our belief that such qualities and skills are often developed outside the Classroom through non-academic activities.

Finally, we want pupils to develop certain values: a sense of duty, an awareness of right and wrong and a respect for others - the Christian ethos which is fundamental to us as a Woodard School, underlies all these values. We certainly want pupils to be ambitious with a clear sense of purpose but we also want them to develop a balanced view of life that values the needs of both the individual and the wider global community and has a sense of a spiritual life beyond our day to day existence.

These, then, are the key elements of a Hurst education and we must constantly review the excellence of our provision. Are our pupils enjoying and benefiting fully from their time here? Will they be in the best position to choose their own future when they come to leave? Will they be equipped and ready for what lies ahead?

Pupils, of course, also have a critical role to play in their own education. They must be encouraged to make the most of their time at Hurst, take the initiative and be ready to seize the opportunities open to them. Increasingly, they should take responsibility for their lives, gain clear self-knowledge, develop a clear vision of what they wish to achieve for themselves and others as well as how to achieve it.

Your time at Hurst (and this applies to both pupils and staff) should be challenging, exciting, hard work and rewarding. When you come to look back on your career here, I hope that you will do so both with enjoyment and a feeling that it was worth it. To achieve this will require a serious commitment from all of us.

2. Summary of Aims

Note: Due to the format, this summary does lack some of the nuances and tonality of the Statement of Aims which really does encapsulate the Hurst Philosophy of Education. However, it should act as a helpful checklist for staff who, at a glance, can use it for guidance.

1. To ensure that the academic potential of every pupil is realised

- To enable every pupil to achieve the highest grades possible for him/her.
- To stretch, challenge and enthuse every pupil.
- To encourage pupils to be independent learners with a strong work ethic.
- To tutor and teach pupils how to learn.
- To develop a School wide culture which encourages learning.

2. To develop every pupil as an individual

- To provide a range of extra-curricular opportunities and activities which will develop certain skills, qualities and values in every pupil.
- To provide excellent quality coaching (intellectual, sporting, creative, etc.) which will enable all pupils to access these opportunities, to maximise their extra-curricular potential.
- To encourage and ensure that pupils make the most of these opportunities.
- To provide pupils with the opportunity to take the initiative and responsibility in their day to day school lives.
- To provide a strong moral and spiritual context for all pupils.
- To develop within pupils an awareness and appreciation of their own and other cultures.
- To encourage pupils to develop their own set of values based on the Christian ethos of the College.
- To develop a sense of communal responsibility through teams, houses and belonging to other groups within the wider school community

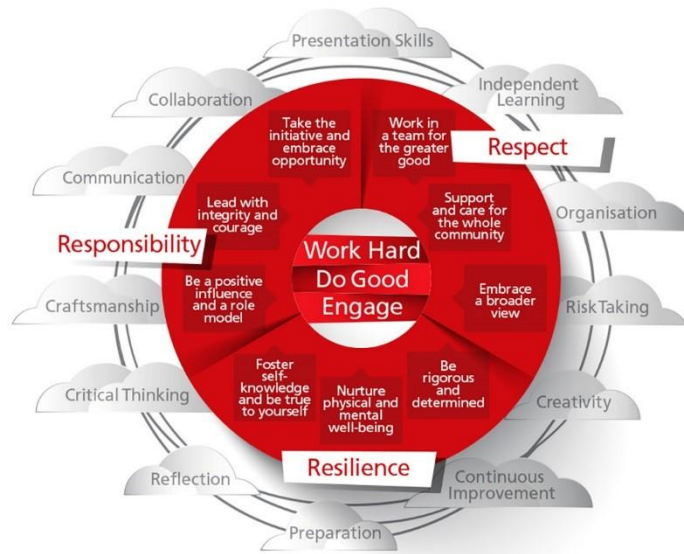
3. To provide all pupils with a worthwhile and enjoyable education

- To develop individuals who are well-balanced, with enquiring minds, who will make the most of the opportunities before them in life.
- To encourage and enable pupils to have an understanding of themselves, the world around them and a clear sense of their own future.
- To place importance on enjoyment of all aspects of life (intellectual, creative, extra-curricular, social, spiritual) at Hurst.
- To enable pupils to recognise the rewards (not only the material ones) which arise from pushing themselves to achieve their potential.

3. The Hurst Purpose

The Hurst Purpose is an attempt to encapsulate the values which all members of Hurstpierpoint College should hold in common.

Hurst Purpose



The phrase 'Hurst Purpose' was deliberately chosen to represent a number of notions: the College's raison d'être as a charitable educational establishment which aims to bring out the best in every child; the hope and expectation that each pupil and member of staff will set their own individual goals such that their time at Hurst has its own special meaning; and a sense of energy and engagement which typifies the way that members of the Hurst community commit to achieving those goals. At its heart is the simple message of "Work Hard, Do Good, and Engage" whilst the three 'R's of Responsibility, Respect and Resilience are some of the key character traits we seek to promote in our pupils and staff. The attitudes encapsulated in the speech bubbles and the skills represented by the clouds then define the way we encourage our pupils to think, to interact with one another, and to learn.